



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podjorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci

Year: 2024

Output	Key Activities	Timeframe		Responsible Party	Planned Budget			
		Start	End		Fund	Donor	Budget Descr	Amount US\$



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podgorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, socio-political dynamics, and regional conflicts. Despite advancements in legal frameworks and policy initiatives driven by EU accession and the SDG 2030 Agenda, patriarchal norms and systemic discrimination persist. Women in Montenegro continue to face significant inequalities in decision-making and economic participation and are subject to high levels of gender-based violence and job insecurity. Deeply entrenched traditional values and social norms hinder progress, with structural segregations visible in traditionally male professions and the education sector. While women's rights are supported declaratively, practical progress remains limited, as shown by the Gender Equality Index. Political participation for women is notably low, and gender-based hate speech and misogyny are prevalent. The Project aims to address the backlash against women's rights and gender washing through targeted strategies aligned with three key objectives. Firstly, it seeks to support gender-responsive and people-centered justice and security service delivery by implementing initiatives to counteract gender washing and promote genuine gender equality within these sectors, while strengthening mechanisms to address gender-based discrimination and violence. Secondly, the project aims to promote women's meaningful participation and leadership in the justice and security sectors by facilitating capacity-building programs, mentorship opportunities, and advocating for gender-responsive policies and practices. Lastly, the project endeavors to contribute to shaping the policy discourse on gender equality

01002861 As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, socio-political dynamics, and regional conflicts. Despite advancements in legal frameworks and policy initiatives driven by EU accession and the SDG 2030 Agenda, patriarchal norms and systemic discrimination persist. Women in Montenegro continue to face significant inequalities in decision-making and economic participation and are subject to high levels of gender-based violence and job insecurity. Deeply entrenched traditional values and social norms hinder progress, with structural segregations visible in traditionally male professions and the education sector. While women's rights are supported declaratively, practical progress remains limited, as shown by the Gender Equality Index. Political participation for women is notably low, and gender-based hate speech and misogyny are prevalent. The Project aims to address the backlash against women's rights and gender washing through targeted strategies aligned with three key objectives. Firstly, it seeks to support gender-responsive and people-centered justice and security service delivery by implementing initiatives to counteract gender washing and promote genuine gender equality within these sectors, while strengthening mechanisms to address gender-based discrimination and violence. Secondly, the project aims to promote women's meaningful participation and leadership in the justice and security sectors by facilitating capacity-building programs, mentorship opportunities, and advocating for gender-responsive policies and practices. Lastly, the project endeavors to contribute to shaping the policy discourse on gender equality	GENDER AND SECURITY - Gender&Justice - Activity 1.1	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	75700 - Training, Workshops and Confer	547.00
					28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,160.00
					58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,109.00
					28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	10,484.00
					28623	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	963.00
					58100	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	6,500.00
					58100	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	2,250.00
					58100	GOVERNMENT OF GERMANY	75700 - Training, Workshops and Confer	4,000.00
	POLICY DEVELOPMENT - Gender&Justice - Activity 1.3	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	5,000.00
					58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	870.00
					58100	GOVERNMENT OF GERMANY	71300 - Local Consultants	5,000.00



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podgorica

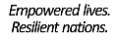
Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci-

and rule of law through innovative, intersectional, evidence-informed analytics and learning, conducting research, engaging in policy dialogue, and advocating for policy reforms that address systemic barriers to gender equality and the rule of law.

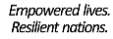
				58100	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	5,000.00
				28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	356.00
PROJECT MANAGEMENT-Gender&Justice	8/1/2024	9/30/2026		58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	630.00
				58100	GOVERNMENT OF GERMANY	71400 - Contractual Services - Individ	7,250.00
WOMEN'S LEADERSHIP - Gender&Justice - Activity 1.2	8/1/2024	9/30/2026		58100	GOVERNMENT OF GERMANY	71300 - Local Consultants	7,000.00
				28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	7,482.00
				58100	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	6,500.00
				28623	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	2,863.00
				58100	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	2,500.00
				28623	GOVERNMENT	75100 - Facilities & Administration	828.00



B0587 - Montenegro - Podjorica

Report Date: 7/1/2026

						T OF GERMANY		
					58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,391.00



B0587 - Montenegro - Podjorica

Report Date: 7/1/2026

[illegible]



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podjorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci

Year: 2025

Output	Key Activities	Timeframe		Responsible Party	Planned Budget			
		Start	End		Fund	Donor	Budget Descr	Amount US\$



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podgorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, socio-political dynamics, and regional conflicts. Despite advancements in legal frameworks and policy initiatives driven by EU accession and the SDG 2030 Agenda, patriarchal norms and systemic discrimination persist. Women in Montenegro continue to face significant inequalities in decision-making and economic participation and are subject to high levels of gender-based violence and job insecurity. Deeply entrenched traditional values and social norms hinder progress, with structural segregations visible in traditionally male professions and the education sector. While women's rights are supported declaratively, practical progress remains limited, as shown by the Gender Equality Index. Political participation for women is notably low, and gender-based hate speech and misogyny are prevalent. The Project aims to address the backlash against women's rights and gender washing through targeted strategies aligned with three key objectives. Firstly, it seeks to support gender-responsive and people-centered justice and security service delivery by implementing initiatives to counteract gender washing and promote genuine gender equality within these sectors, while strengthening mechanisms to address gender-based discrimination and violence. Secondly, the project aims to promote women's meaningful participation and leadership in the justice and security sectors by facilitating capacity-building programs, mentorship opportunities, and advocating for gender-responsive policies and practices. Lastly, the project endeavors to contribute to shaping the policy discourse on gender equality

01002861 As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, socio-political dynamics, and regional conflicts. Despite advancements in legal frameworks and policy initiatives driven by EU accession and the SDG 2030 Agenda, patriarchal norms and systemic discrimination persist. Women in Montenegro continue to face significant inequalities in decision-making and economic participation and are subject to high levels of gender-based violence and job insecurity. Deeply entrenched traditional values and social norms hinder progress, with structural segregations visible in traditionally male professions and the education sector. While women's rights are supported declaratively, practical progress remains limited, as shown by the Gender Equality Index. Political participation for women is notably low, and gender-based hate speech and misogyny are prevalent. The Project aims to address the backlash against women's rights and gender washing through targeted strategies aligned with three key objectives. Firstly, it seeks to support gender-responsive and people-centered justice and security service delivery by implementing initiatives to counteract gender washing and promote genuine gender equality within these sectors, while strengthening mechanisms to address gender-based discrimination and violence. Secondly, the project aims to promote women's meaningful participation and leadership in the justice and security sectors by facilitating capacity-building programs, mentorship opportunities, and advocating for gender-responsive policies and practices. Lastly, the project endeavors to contribute to shaping the policy discourse on gender equality	GENDER AND SECURITY - Gender&Justice - Activity 1.1	8/1/2024	9/30/2026		58100	GOVERNMENT OF GERMANY	75700 - Training, Workshops and Confer	4,000.00
					58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,109.00
					28623	GOVERNMENT OF GERMANY	75700 - Training, Workshops and Confer	7,453.00
					58100	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	6,500.00
					28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,057.00
					28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	2,516.00
					28623	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	3,537.00
					58100	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	2,250.00
POLICY DEVELOPMENT - Gender&Justice - Activity 1.3		8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	5,000.00
					58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	870.00
					28623	GOVERNMENT OF GERMANY	71300 - Local Consultants	10,000.00



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podjorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci-

and rule of law through innovative, intersectional, evidence-informed analytics and learning, conducting research, engaging in policy dialogue, and advocating for policy reforms that address systemic barriers to gender equality and the rule of law.

				58100	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	5,000.00
				28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,383.00
				58100	GOVERNMENT OF GERMANY	71300 - Local Consultants	5,000.00
PROJECT MANAGEMENT-Gender&Justice	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	71400 - Contractual Services - Individ	14,500.00
				28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,261.00
				58100	GOVERNMENT OF GERMANY	71400 - Contractual Services - Individ	7,250.00
				58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	630.00
WOMEN'S LEADERSHIP - Gender&Justice - Activity 1.2	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	5,518.00
				58100	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,391.00
				28623	GOVERNMENT OF GERMANY	71300 - Local Consultants	14,000.00



Empowered lives.
Resilient nations.

Annual Work Plan

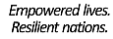
B0587 - Montenegro - Podgorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci-

					58100	GOVERNMENT OF GERMANY	71300 - Local Consultants	7,000.00
					58100	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	2,500.00
					58100	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	6,500.00
					28623	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	2,137.00
					28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,955.00



B0587 - Montenegro - Podjorica

Report Date: 7/1/2026

[illegible]



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podjorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci

Year: 2026

Output	Key Activities	Timeframe		Responsible Party	Planned Budget			
		Start	End		Fund	Donor	Budget Descr	Amount US\$



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podgorica

Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, socio-political

01002861 As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, socio-political dynamics, and regional conflicts. Despite advancements in legal frameworks and policy initiatives driven by EU accession and the SDG 2030 Agenda, patriarchal norms and systemic discrimination persist. Women in Montenegro continue to face significant inequalities in decision-making and economic participation and are subject to high levels of gender-based violence and job insecurity. Deeply entrenched traditional values and social norms hinder progress, with structural segregations visible in traditionally male professions and the education sector. While women's rights are supported declaratively, practical progress remains limited, as shown by the Gender Equality Index. Political participation for women is notably low, and gender-based hate speech and misogyny are prevalent. The Project aims to address the backlash against women's rights and gender washing through targeted strategies aligned with three key objectives. Firstly, it seeks to support gender-responsive and people-centered justice and security service delivery by implementing initiatives to counteract gender washing and promote genuine gender equality within these sectors, while strengthening mechanisms to address gender-based discrimination and violence. Secondly, the project aims to promote women's meaningful participation and leadership in the justice and security sectors by facilitating capacity-building programs, mentorship opportunities, and advocating for gender-responsive policies and practices. Lastly, the project endeavors to contribute to shaping the policy discourse on gender equality	GENDER AND SECURITY - Gender&Justice - Activity 1.1	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	75700 - Training, Workshops and Confer	7,000.00
					28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	2,480.00
					28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	8,000.00
					28623	GOVERNMENT OF GERMANY	72400 - Communic & Audio Visual Equip	16,000.00
	POLICY DEVELOPMENT - Gender&Justice - Activity 1.3	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	71300 - Local Consultants	5,000.00
					28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	5,000.00
					28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	800.00
	PROJECT MANAGEMENT- Gender&Justice	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	1,556.00
					28623	GOVERNMENT OF GERMANY	71400 - Contractual Services - Individ	19,444.00
	WOMEN'S LEADERSHIP - Gender&Justice - Activity 1.2	8/1/2024	9/30/2026		28623	GOVERNMENT OF GERMANY	72100 - Contractual Services-Companies	4,000.00
					28623	GOVERNMENT OF GERMANY	71300 - Local Consultants	5,000.00



Empowered lives.
Resilient nations.

Annual Work Plan

B0587 - Montenegro - Podgorica

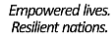
Project: 01002861

Report Date: 7/1/2026

Project Title: As rising polarization and anti-gender movements reverse progress on gender equality, Montenegro faces unique challenges shaped by historical legacies, soci-

and rule of law through innovative, intersectional, evidence-informed analytics and learning, conducting research, engaging in policy dialogue, and advocating for policy reforms that address systemic barriers to gender equality and the rule of law.

					28623	GOVERNMENT OF GERMANY	75100 - Facilities & Administration	720.00



B0587 - Montenegro - Podjorica

Report Date: 7/1/2026

TOTAL								75,000.00
GRAND TOTAL								75,000.00